



To: Vice President Academic and Research
From: Chair of Psychology
Date:
Re: Report of the Psychology Department on the status of the Implementation Plan
Due: February 7, 2022

Dear VPAR,

Article 3.6.11 IQAP (pp. 48-49):

“The Department prepares a report of the status of the Implementation Plan 18 months following Senate approval of the Final Assessment Report (FAR). The CAO monitors the completion of the status report. The Department submits the status report to the CAO who submits it to AppComm for review. In consultation with QualCom, AppCom may request additional information or action from the Department. When AppCom is satisfied with the 18-Month Status Report, AppCom forwards a recommendation to Senate for approval of the report. The Office of the CAO forwards the Senate-approved status report to the Board of Governors for information. The Office of the CAO posts the approved 18-month status report on the web and forwards it to the Quality Council.”

Progress on Implementation Plan

Briefly describe the status of each recommendation. If the status is incomplete, provide a rationale. If there were any alterations to the original Implementation Plan, please provide the rationale.

Recommendation 1	Introduce a new capstone course focused on career paths in Psychology that
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	includes a community placement.
Status:	<i>In Progress</i>
Details:	<i>A practicum course in psychology has been approved by the Department of Psychology and will next be vetted through the Faculty of Science, CURCOM, and Senate. This course is anticipated to begin offerings in 09/22.</i>
Recommendation 2	Seek ways to integrate Indigenous content/worldview into Psychology courses.
Status:	<i>In Progress</i>
Details:	<i>Two course templates are under consideration by the department for inclusion in our programming, perhaps initially as special topics courses. These templates were constructed by an indigenous student in our program, Mallory Solomon and are being reviewed by the department and then consultation with an Anishinaabe scholar(s) will be requested.</i>
Recommendation 3	Increase the Science elective requirements within the Bachelor of Science in Psychology degree to promote more breadth and depth within the Sciences.
Status:	<i>Incomplete</i>
Details:	<i>The department has been focused on more immediate and pertinent issues and this has been on hold.</i>
Recommendation 4	Revise learning outcomes for the Bachelor of Arts in Psychology General (3-year).
Status:	<i>In progress</i>
Details:	<i>This was started but has been on hold due to time restrictions. This can be completed once the 22W semester finishes.</i>
Recommendation 5	University to promote Psychology programs and include focus on recruiting from the Indigenous population.
Status:	<i>In progress</i>
Details:	<i>This has been on hold in lieu of the ongoing Marketing/Rebranding initiative. It is my understanding that once this framework is in place there should be options for program specific promotion.</i>
Recommendation 6	Include a qualitative methodology course in the curriculum.
Status:	<i>In Progress</i>

Details:	<i>Sociology has existing course in Qualitative Methods which is accessible to Psychology majors. The department is considering how this option could be implemented either formally or informally.</i>
Recommendation 7	Highlight and advertise applied and transferable skills acquired within the Psychology Program.
Status:	<i>In Progress</i>
Details:	<i>The creation of a list of such skills is underway and this could be included in program specific marketing under the umbrella of the Marketing/Branding initiative currently underway.</i>
Recommendation 8	Collect post-graduation data on graduate training and employment status.
Status:	<i>In Progress</i>
Details:	<i>Developing a list based on personal knowledge from faculty members.</i>
Recommendation 9	Work with first-year advisors to improve University-level student advising for Psychology students.
Status:	<i>Incomplete</i>
Details:	<i>A formal meeting will be required with the advising team. Due to time/resource restrictions this has been delayed.</i>
Recommendation 10	Develop Initiatives specifically supporting department-level recruiting.
Status:	<i>In Progress</i>
Details:	<i>As with previous recommendations this will require coordination with Marketing once the new Marketing/Branding strategy is completed.</i>
Recommendation 11	Encourage and support thesis students in submitting Honours thesis projects for peer-reviewed presentation and publication.
Status:	<i>In Progress</i>
Details:	<i>Department members continually encourage thesis students to submit projects, that meet professional standards, to conferences or for publication. This has had success in the past. This can be a difficult task as students often pursue graduate studies/further education or career opportunities following graduate and do not always have the time or motivation for the processes required to complete manuscripts etc.</i>
Recommendation	Utilize existing funding mechanisms to support faculty led research.

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Status:	<i>In Progress</i>
Details:	<i>This does occur, however much of the research conducted by the psychology faculty require stable, prepared research space which does not exist. This makes planning, conducting, and utilizing funding challenging.</i>
Recommendation 13	Explore Tri-Council funding opportunities to support collaborative research and community/industry partnerships.
Status:	<i>In Progress</i>
Details:	<i>Some psychology faculty members have/do seek funding from external sources (Tri-Council) but our lack of research specific resources limits the scope and amount of data that can be collected in our areas of research expertise. In past attempts issues of lack of resources and high workloads have been mentioned by reviewers as impediments to possible success.</i>
Recommendation 14	Provide support to expand the initiatives of the student-run Psychology Society.
Status:	<i>In Progress</i>
Details:	<i>The faculty have supported these initiatives in the past, with success, and continue to do so (e.g. through a Facebook group). The lack of ability to conduct in-person meetings and events has curtailed some of the student initiatives but as restrictions reduce our hope is that the Psychology Society can revive.</i>

Please use the space below to report on anything the Department/Program believes is appropriate to bring to the Algoma University Senate concerning this program. Please outline and explain any circumstances that have altered the original Implementation Plan and any significant developments or initiatives that have arisen since the program review.

Two coinciding occurrences, either of which would have put strain on the department, stretched the capacity of the Psychology department and the faculty members. The implementation of the Psychology BA4 program on the Brampton campus in 09/20 occurred shortly after the onset of the Covid-19 pandemic and the restrictions that resulted beginning in 03/20. Both of these factors, individually and in combination, resulted in a need to prioritize time/resources based on almost entirely on reactive,

rather than proactive, processes. During this period most psychology faculty members took on teaching overloads, D2L developments, and reading courses to maintain student progress and program integrity at both SSM and BRA campuses. Several psychology faculty members have maintained significant service/leadership positions which were subject to increased workload due to the pandemic and/or BRA programming. During the past 18 months (a period ending Dec. 31, 2021) there has continuously been a faculty member on (well deserved) sabbatical, reducing the effective compliment by one member for this entire period. The condition of the past 18-24 months have placed extreme strain and stress on the department and the individual faculty members and they have all served with professionalism.

	Recommendation	Responsible for Leading Follow-up	TimeLine for Addressing Recommendation	Required Resources
1	Introduce a new capstone course focused on career paths in Psychology that includes a community placement	Psychology Department Chair	September 2021	Support staff time and resources Faculty course release
2	Seek ways to integrate Indigenous content/worldview into Psychology courses	Psychology Department Chair	Begin discussions with Psychology Faculty May 2020	Expertise and advice from Indigenous colleagues/knowledge holders
3	Increase the Science elective requirements within the Bachelor of Science in Psychology degree to promote more breadth and depth within the Sciences	Psychology Department Chair	September 2020	None
4	Revise learning outcomes for the Bachelor of Arts in Psychology General (3-year)	Psychology Department Chair	May 2020	None
5	University to promote Psychology programs and include focus on recruiting from the Indigenous population	Psychology Department Chair	Ongoing interaction with recruitment	Recruitment staff time and resources

6	Include a qualitative methodology course in the curriculum	Psychology Department Chair	a) September 2020 b) Develop Psychology Qualitative methods course	a) SOCI 3126 course access for psychology student b) faculty course release
7	Highlight and advertise applied and transferable skills acquired within the Psychology Program	Psychology Department Chair	July 2020	Marketing staff time and resources
8	Collect post-graduation data on graduate training and employment status	Psychology Department Chair	ongoing	Alumni staff and resources etc.
9	Work with first-year advisors to improve University-level student advising for Psychology students	Psychology Department Chair	July 2020	Advising staff time and resources
10	Develop Initiatives specifically supporting department-level recruiting	Psychology Department Chair	July 2020	Recruitment staff time and resources
11	Encourage and support thesis students in submitting Honours thesis projects for peer-reviewed presentation and publication	PSYC 4105 course instructor Research Supervisors	ongoing	Budgets for student travel – Dean’s Office, AUSU?
12	Utilize existing funding mechanisms to support faculty led research	Psychology Department Chair	ongoing	Research space (practical and ethical) to conduct research if funded
13	Explore Tri-Council funding opportunities to support collaborative research and community/industry partnerships	Psychology Department Chair	Dependent on resources	Research space (practical and ethical) to conduct research if funded
14	Provide support to expand the initiatives of the student-run Psychology Society	Psychology Department Chair or designated	September 2020	Society budget – AUSU?

		faculty member		
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